Logitech Environment, Health and Safety Report, 2011

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Environment, health and safety introduction

CEO Statement

Logitech is committed to protecting the environment and the health and safety of our employees, customers and the communities around the globe where we work and live. We recognize that by integrating sound environmental, health and safety management practices into all aspects of our business, we can offer technologically innovative products and services while conserving and enhancing resources for future generations. Logitech strives for continual improvement in our environmental, health and safety management systems and in the environmental quality of our products, processes and services.

Logitech is a responsible global corporate citizen. We recognize the importance of conserving the earth's precious natural resources to protect the planet. Logitech acknowledges that our actions have a direct impact on the planet and we engage in a process of ongoing improvement to sustain and protect the environment.

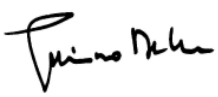
Logitech also recognizes that we have a responsibility to our employees, suppliers and partners and to the communities, in which we operate, demonstrated by our commitment to, and active membership in, the Electronics Industry Citizenship Coalition (EICC). The EICC actively promotes an industry-recognized Social and Environmental Code of Conduct, and Logitech activities reinforce our commitment to this code.

The EICC Code of Conduct, which Logitech fully supports, outlines standards to ensure that working conditions in operational facilities, and all supply chain partners' activities supporting these facilities, are safe, that workers are treated with respect and dignity, and that manufacturing processes used by EICC members and their partners are environmentally responsible.

As an employer, Logitech has defined operating standards in the areas of Labor, Health and Safety, the Environment, and Business Ethics.

- Labor standards include criteria related to freely chosen employment, child labor avoidance, working hours, wages and benefits, humane treatment, non-discrimination and freedom of association.
- Health and Safety standards include criteria related to occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding and dormitory and canteen areas.
- Environmental standards include criteria in relation to pollution prevention and resource reduction, energy conservation, hazardous substances, wastewater and solid waste, air emissions and product content restrictions.
- Business Ethics standards include criteria related to fair and responsible business practices. Logitech management is committed to operating within these standards and has established a management system designed to ensure:
    - Compliance with applicable laws, regulations and customer requirements
    - Conformance with the Electronic Industry Code of Conduct
    - Identification and mitigation of operational risks related to the EICC Code of Conduct

This report aims to provide you with details of Logitech's commitment to Environmental, Health and Safety practices and to share with you some of the EHS achievements in 2011. Logitech continues to evolve its policies and programs to meet its EHS responsibilities as a global citizen and we look forward to sharing with you ongoing improvements in future years to come.



Guerrino De Luca

Chairman of the Board and CEO

Environment, health and safety introduction

Logitech Commitment to Electronic Industry Code of Conduct.

The **Electronic Industry Code of Conduct** is a global code of best practices adopted and implemented by some of the world's major electronics brands and their suppliers. The goal is to improve conditions in the electronics supply chain. **Electronic Industry Citizenship Coalition** members develop tools to facilitate the successful global implementation of the Code of Conduct. Members are committed to achieving the Code's high standards in their operations and within their supply chain.

Logitech is a full supporter and active member of the Electronic Industry Citizenship Coalition and all our suppliers are required by contract to comply with all applicable laws and regulations where they conduct their business. In addition, we ask suppliers to embrace high standards of ethical behavior and treat their employees fairly and with dignity and respect, consistent with local laws. Specifically, we require our suppliers to adhere to the standards outlined by the Electronic Industry Code of Conduct.

In cases where laws and regulations do not provide adequate controls and protection, Logitech uses the Electronic Industry Code of Conduct to apply standards to protect human health and the environment.

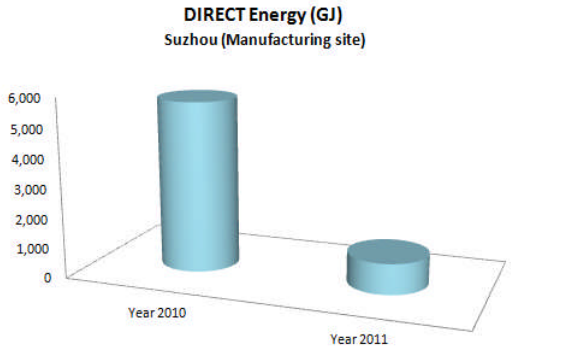
L. Joseph Sullivan

Senior Vice President, Worldwide Operations

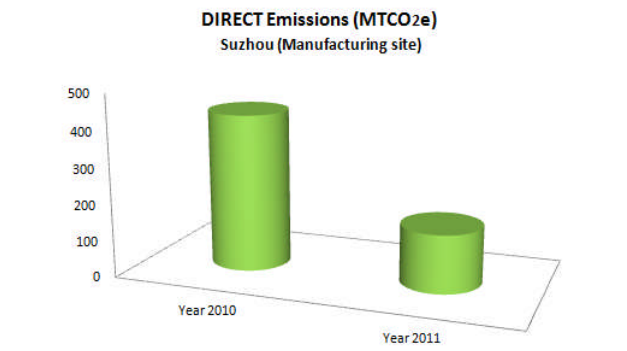
Energy and Emissions

Manufacturing Facilities

Direct Energy and Emissions

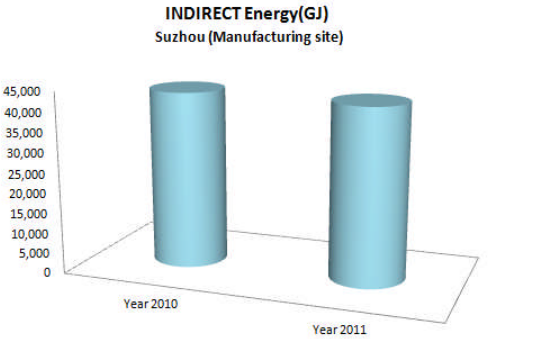


	Year 2010	Year 2011
Gjoules	5,755	1,029

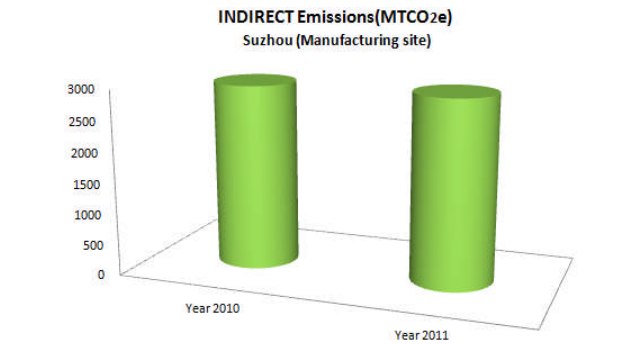


	Year 2010	Year 2011
MTCO2e	432	159

Indirect Energy and Emissions

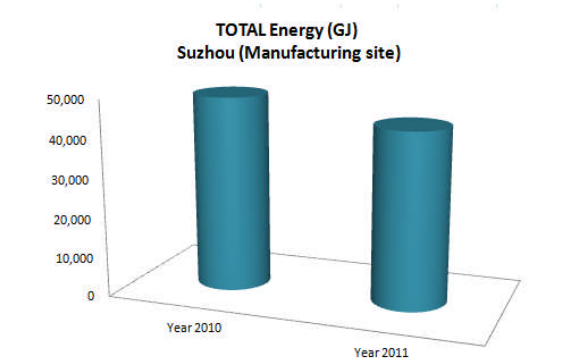


	Year 2010	Year 2011
Gjoules	43,960	43,380

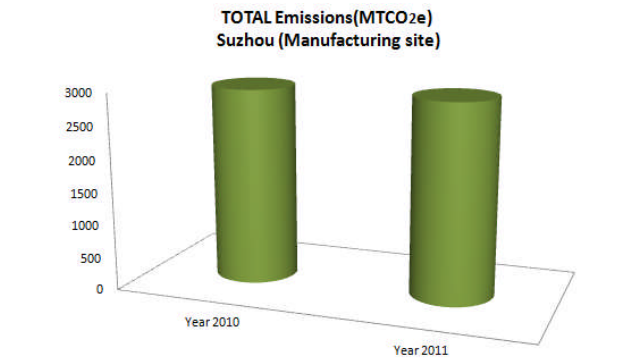


	Year 2010	Year 2011
MTCO2e	9621	9494

TOTAL Energy and Emissions



	Year 2010	Year 2011
Gjoules	49,715	44,410



	Year 2010	Year 2011
MTCO2e	10053	9653

FACTS:

- 63% reduction in direct factory emissions V^{s} 2010 due to elimination of onsite natural gas consumption
- Overall 1.3% reduction in indirect factory GHG emissions representing a reduction of 127 $MTCO_2e$ V^{s} 2010 and contributing to the 10% indirect GHG emissions reduction goal of 2015 .
- Greenhouse gas emissions are shown in metric tonnes of carbon dioxide equivalent ($MTCO_2e$)

Energy and Emissions

Product

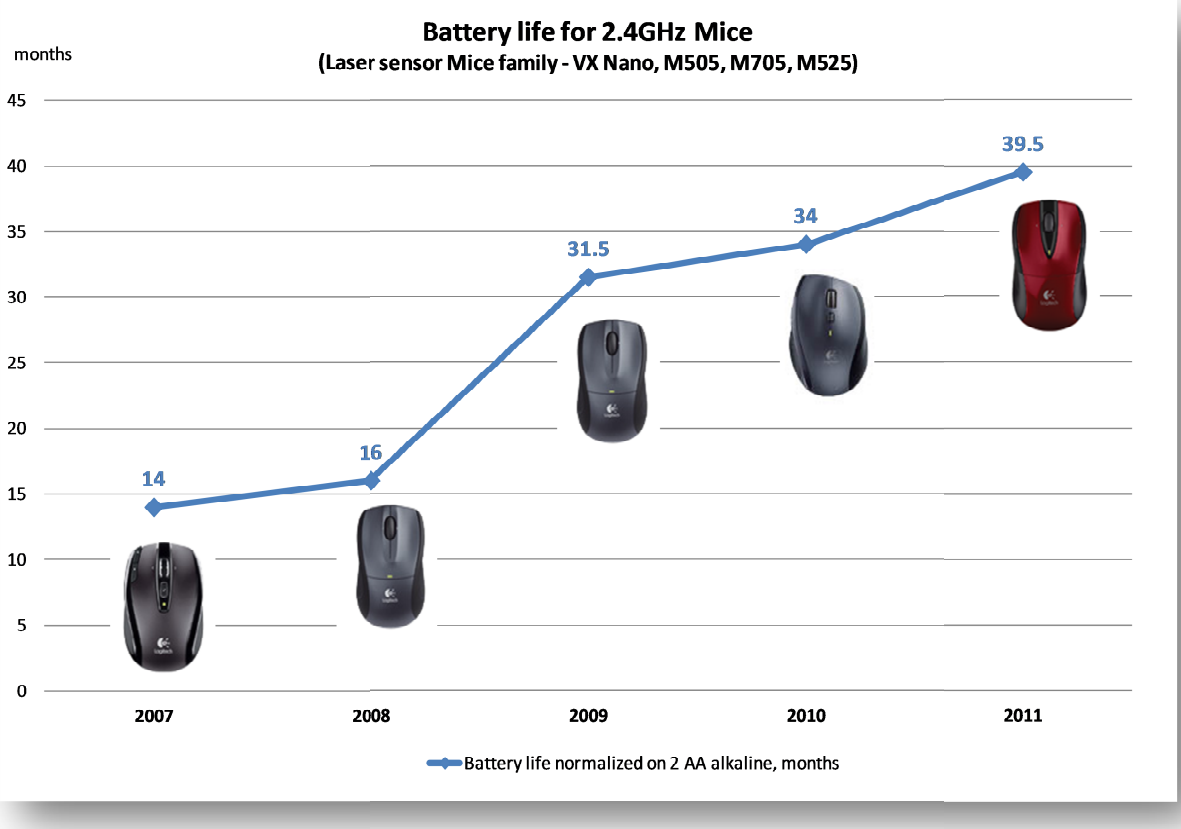
Logitech is conscious of the importance of energy efficiency of our products. We understand that efficient products not only enhance user experience and productivity but also benefit the environment.

Logitech has a continuous improvement approach to product energy efficiency and it is a driving factor in our product development activities.

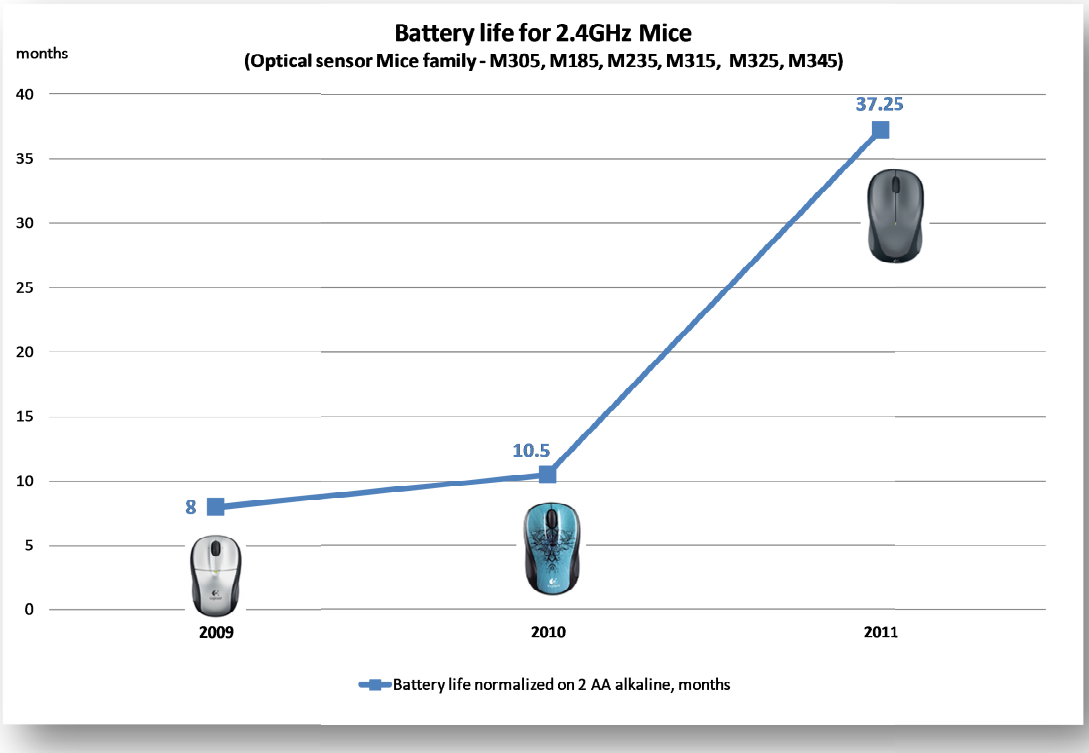
In particular, we have made significant advances in product energy efficiency through continuous development of both our wireless mouse and keyboard offerings. This includes our latest advancements by using solar cells onboard products such as the Logitech® Wireless Solar Keyboard K760 for and the Logitech® Solar Keyboard Folio for the iPad.

Find here just some examples of our product energy efficiency progress made to date on battery life increases and energy consumption reduction.

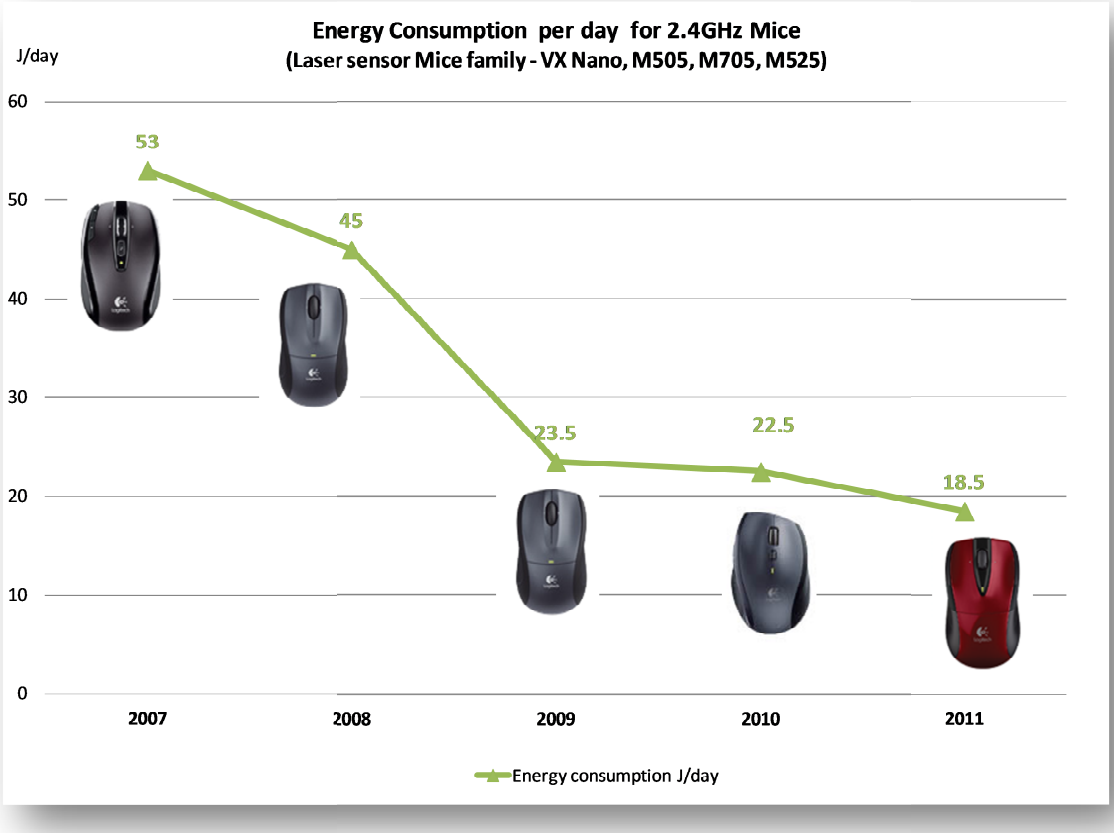
- Battery life normalized* on 2 AA alkaline using 2 product families as an example of progress made.

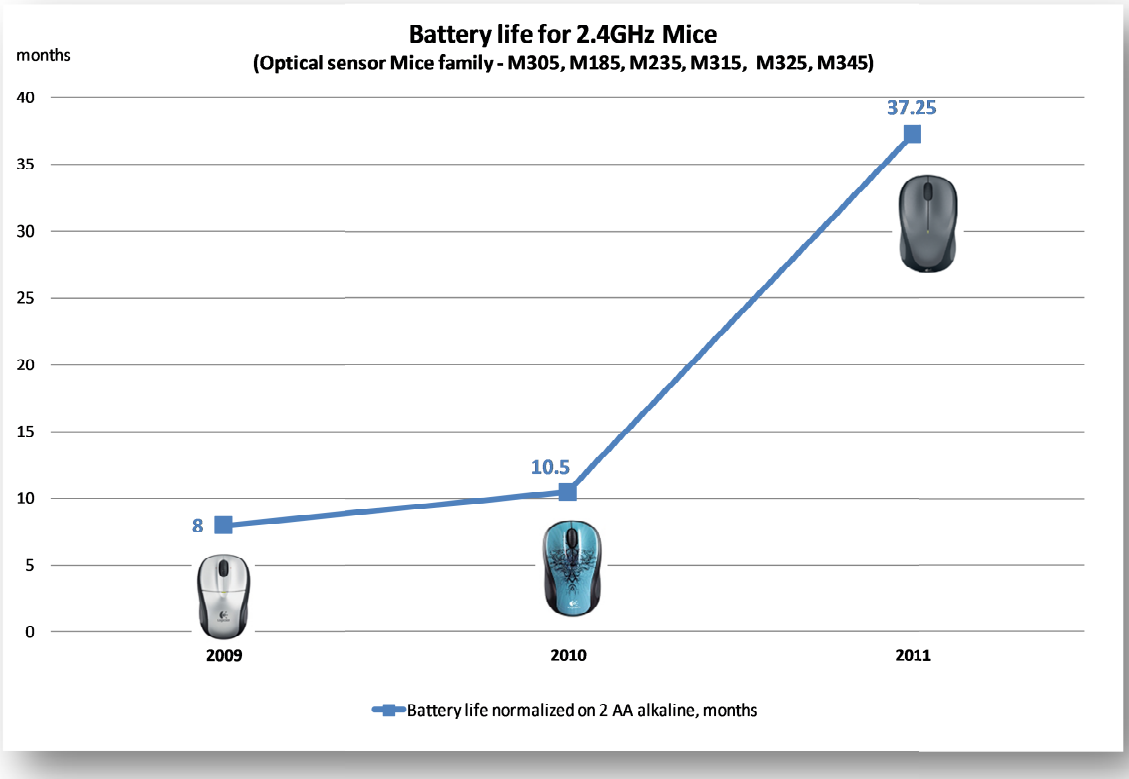


*Avg energy in 1 AA Alkaline cell approx. 11KJ. Energy consumption (J/day) in normalized battery life on 2 Alkaline cells in months calculated as 22'000 J / Energy consumption J/day / 30 days



❖ Energy consumption data on same Logitech product families demonstrating progress made.





Logitech® Solar Keyboard K760

- ⇨ Solar powered wireless keyboard with an internal chargeable battery.
- ⇨ Even under artificial light, as long as the light is bright enough, the Logitech® Solar Keyboard K760 can be charged.
- ⇨ The Logitech® Solar keyboard K760 can last for 3 months on a full charge.

In addition to the Logitech® Solar keyboard K760's energy performance we have also made other improvements on the products overall environmental impact.

3. *Logitech® Solar Keyboard Folio*

The built-in Bluetooth® keyboard is powered by light – low light and lamp light, indoors and out. Fully powered, you can type on it for two years – even in complete darkness**

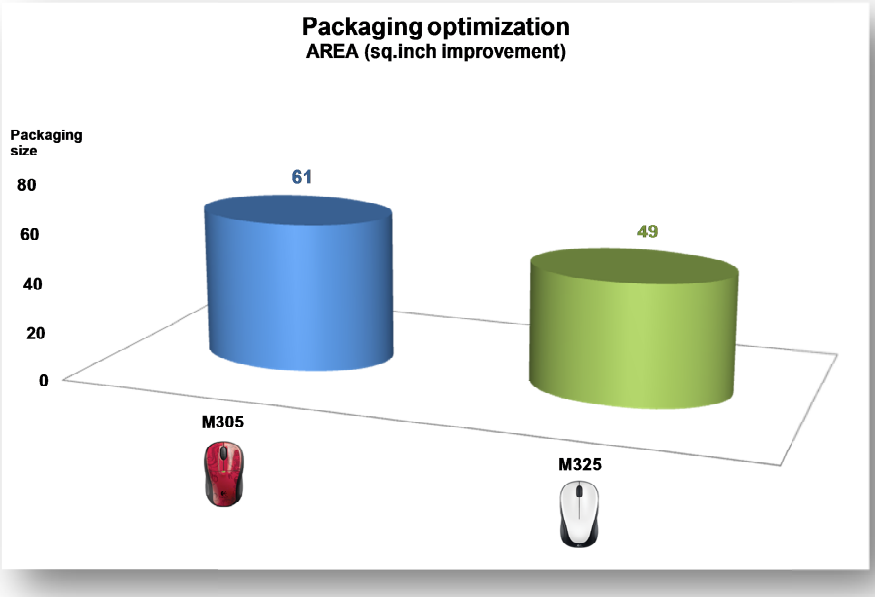
**Based on an average of 2 hours per day

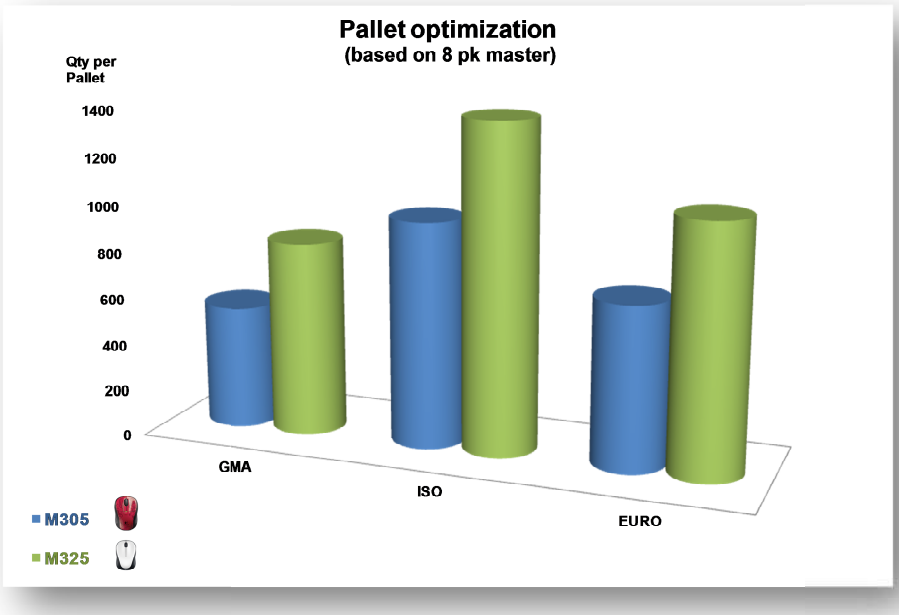
Energy and Emissions

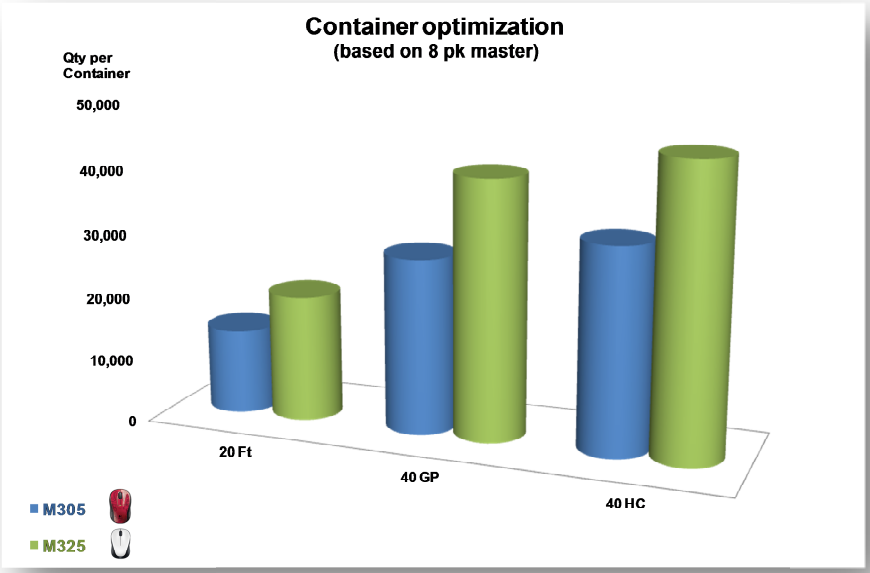
Supply Chain

Logitech continues to look for opportunities to optimize our packaging for supply chain. This approach benefits the efficient movement and storage of our product and reduces overall environmental impact of the supply chain.

Find here an example of progress made on a sample packaging configuration change as part of a product evolution. This evolution has benefited from a reduced single pack, pallet optimization and container load optimization meaning that more products can be moved with less fuel and containers.



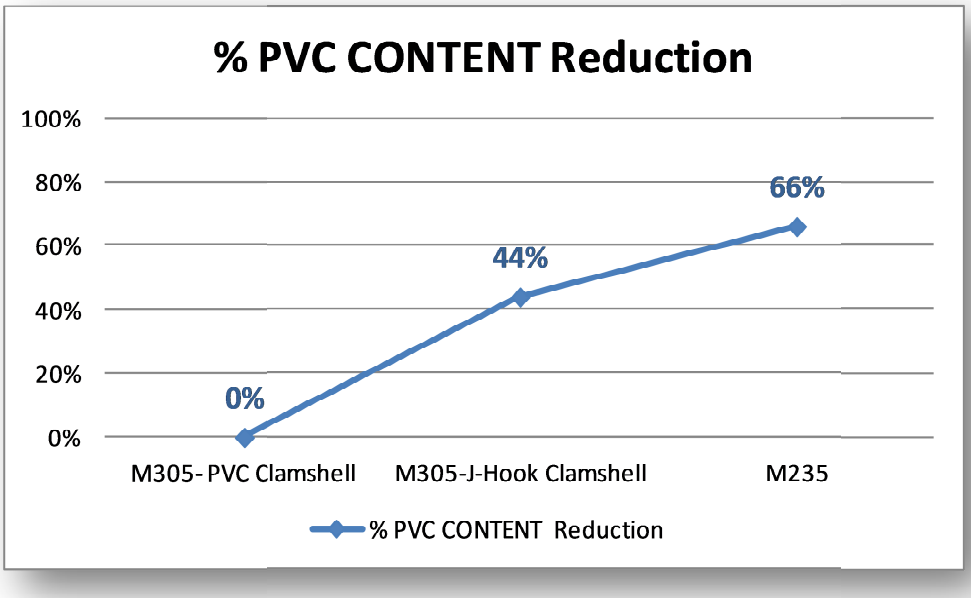



Container optimization
(based on 8 pk master)
Qty per Container
50,000
40,000
30,000
20,000
10,000
0
20 Ft
40 GP
40 HC
M305
M325

Materials Management and Minimisation

Packaging

Logitech has committed to the elimination of PVC from our packaging materials for all newly launched products. We have made significant progress already toward PVC-free packaging with the majority of our product packaging now being 100% PVC-free. Evidence of ongoing reduction activity can be seen here on an example product evolution.



As of 2012, all newly launched products will be 100% free of PVC packaging. This activity is currently close to completion and we expect to quantify and share with you the actual amounts of PVC eliminated as part of our 2012 Corporate Social Responsibility report

Materials Management and Minimisation

Logitech® Wireless Solar Keyboard K760

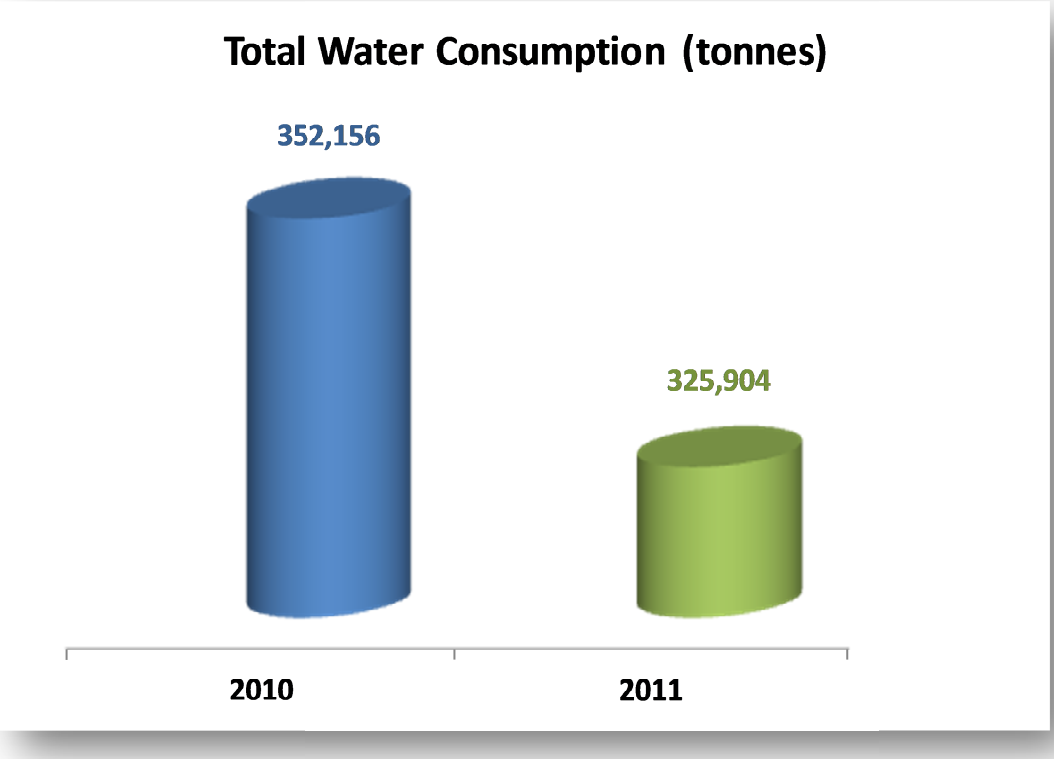
- ⇨ Hazardous Substances eliminated
- ⇨ Brominated flame retardants have been eliminated from the circuit boards.
- ⇨ PVC has been eliminated from the circuit boards, internal and external cables, connectors, insulators and adhesives.

Materials Management and Minimisation

Directly drawn water usage at our manufacturing site

The majority of Logitech's water use is considered municipal potable supplied water and this use of water by Logitech does not directly impact the water source.

Logitech has implemented specific water-saving technologies, at our manufacturing sites, including time-control units and magnetic valves, which have achieved a reduction of 4.5% in directly withdrawn water consumption for 2011 compared to 2010 consumption. This represents a reduction of more than 26,000 tonnes of directly drawn water*.



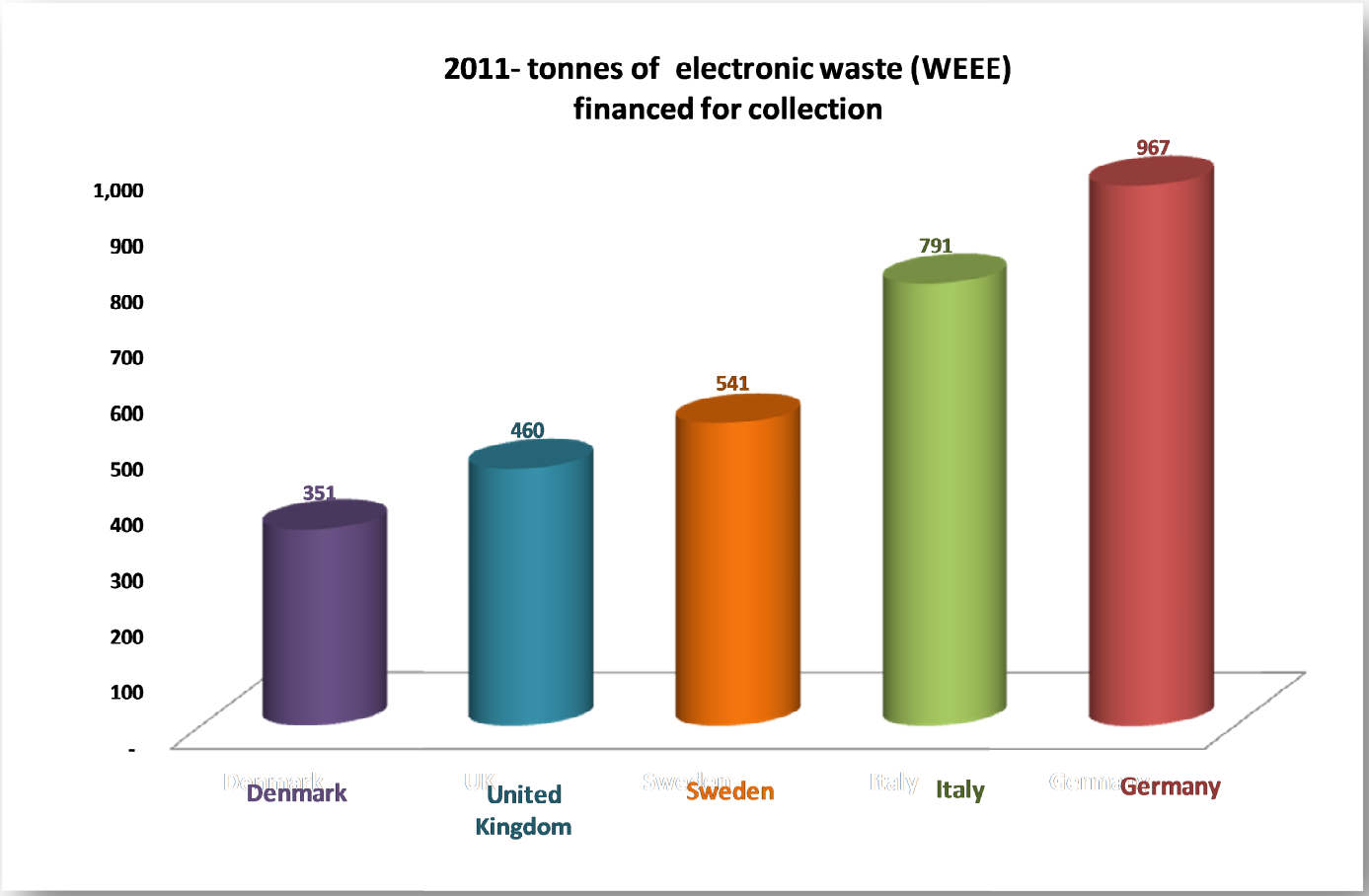
**In 2011 Logitech began to source hot water from a closely located facility where it was a byproduct of that facility's operation. Logitech recycles this water for use in place of onsite water heating. Details of fuel saved on site and byproduct water purchased can be found in the 2012 GRI Index.*

End of Life

WEEE (Waste of Electrical and Electronic Equipment)

Logitech is committed to meeting the requirements of the ***European Union's WEEE (Waste from Electrical and Electronic Equipment) directive***. The WEEE directive aims to reduce the waste arising from electrical and electronic equipment, and improve the environmental performance of everything involved in the life cycle of electrical and electronic equipment.

Logitech continued to directly finance and administer the collection of 3,110 tonnes of electronic waste in 2011.



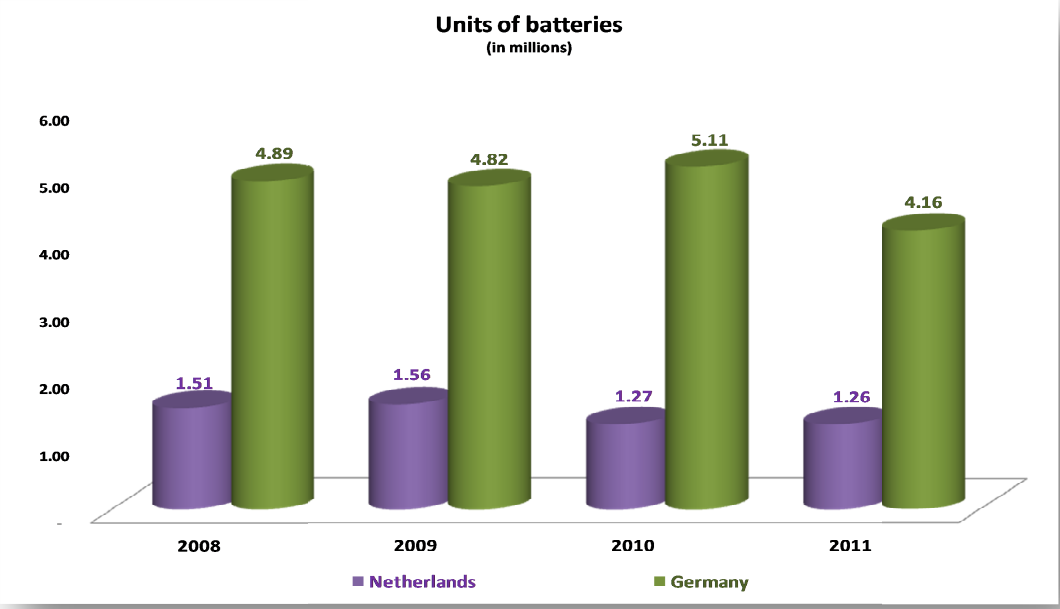
End of Life

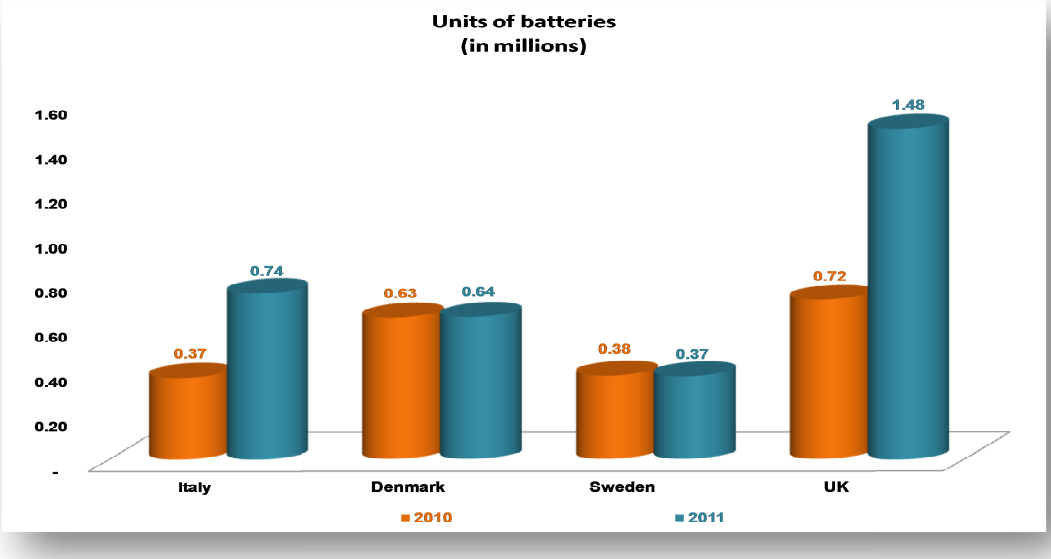
Battery Recycling

Logitech is committed to meeting the requirements of the ***European Union's Battery Directive***. The EU Battery Directive aims to reduce waste arising from used batteries by ensuring that they are safely managed and responsibly disposed of at their end of life.

Logitech has expanded its financing and responsible collection, recycling and disposal responsibilities since 2010 and, for 2011, we directly financed the collection, recycling and safe disposal of 8.65 million batteries

Battery Recycling – Qty of Units





End of Life

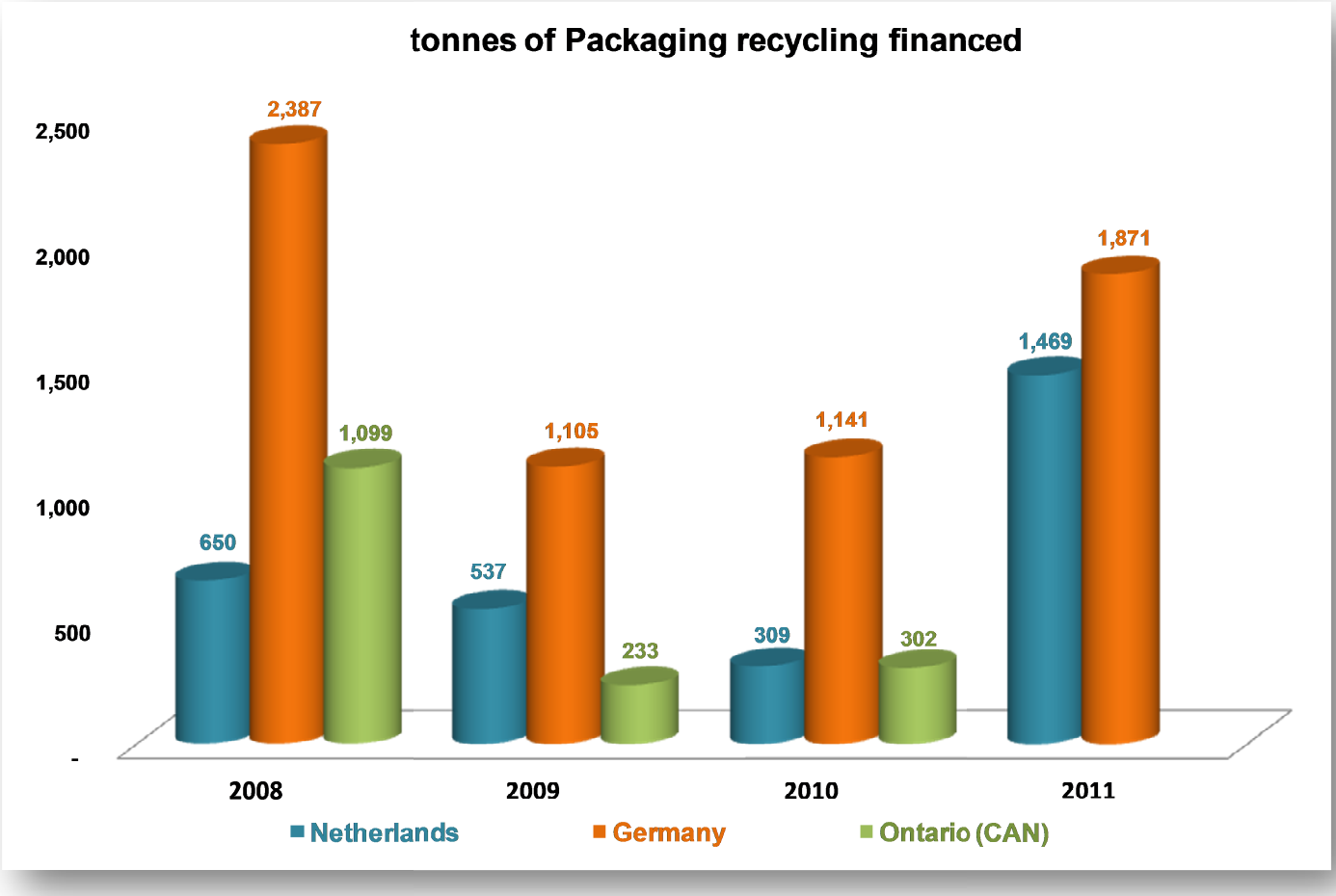
Packaging

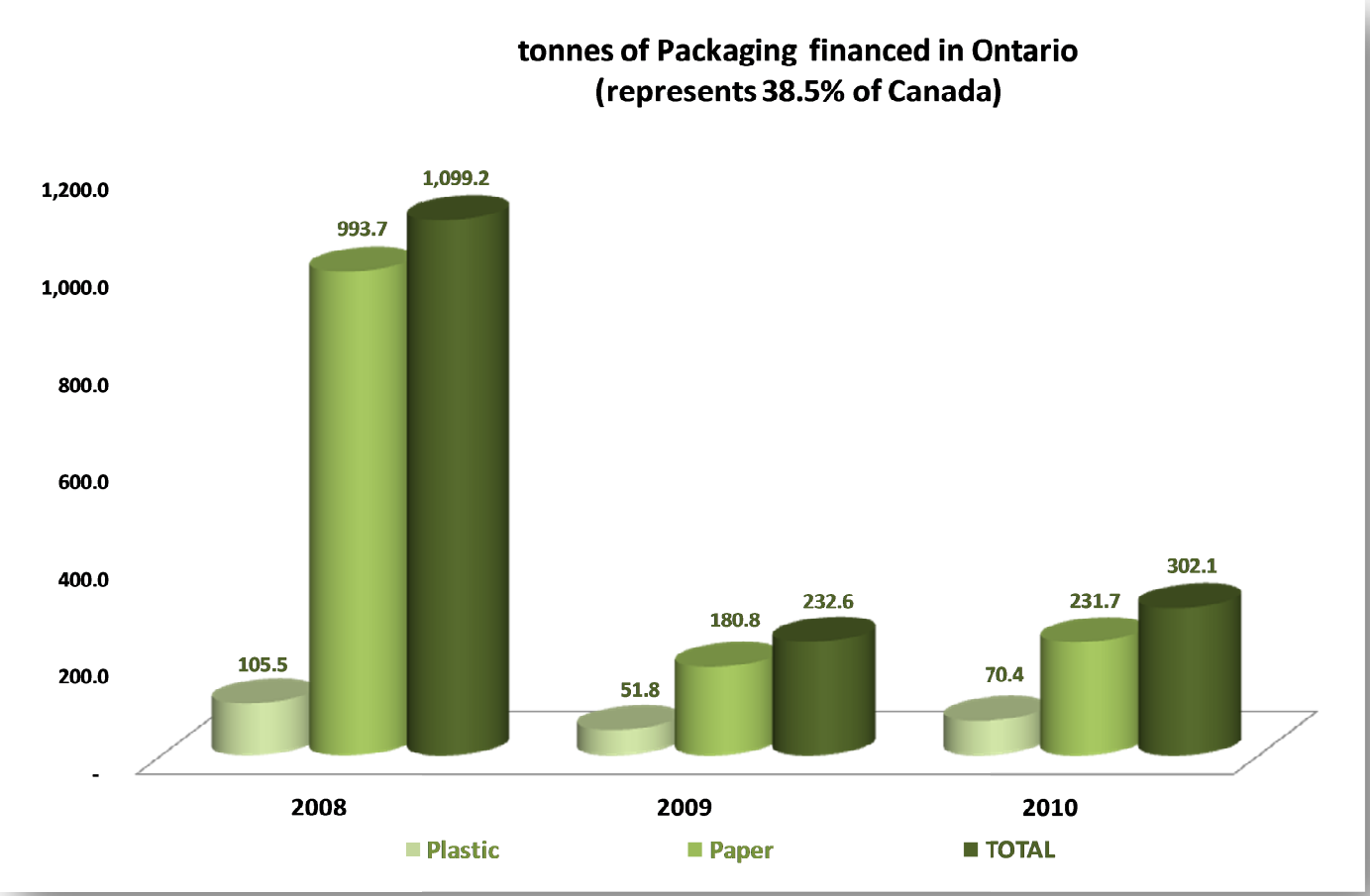
Logitech is committed to meeting the requirements of ***the EU Packaging Directive (94/62/EC)***

The EU Packaging directive aims to reduce packaging waste and improve the environmental performance of everything involved in the life cycle of packaging materials design and consumption

Logitech continued to directly finance and administer the collection of 3340 tonnes of packaging waste in 2011.

Packaging Recycling




tonnes of Packaging financed in Ontario
(represents 38.5% of Canada)
1,200.0
1,000.0
800.0
600.0
400.0
200.0
-
105.5
993.7
1,099.2
51.8
180.8
232.6
70.4
231.7
302.1
2008
2009
2010
Plastic
Paper
TOTAL

Health and Safety

People, Workplace and Policies

Environmental, Health and Safety Management Systems

Logitech conducts its business in a manner that protects the health, safety and environment of our employees, temporary agency workers, independent contractors, customers, and the communities where we live and work. This is achieved by:

- Meeting or exceeding all applicable EHS requirements and verifying performance through audit.
- Adopting industry standards where laws and regulations do not reflect best management practices.
- Striving to create products that are safe in their intended use, conserve energy and materials, promote safety, and prevent pollution throughout the product life cycle, including design, manufacture, use and end-of-life management.
- Supporting and promoting sound scientific principles and fiscally responsible public policies that enhance environmental quality, health and safety.
- Advocating the adoption of prudent EHS principles and practices by our partners, contractors and suppliers.
- Communicating environmental, health, and safety policies and programs to Logitech employees.
- Designing, managing and operating our facilities to maximize safety, promote energy efficiency, and protect the environment.
- Informing all employees of their roles and responsibilities in fulfilling and sustaining Logitech's EHS policies.

Logitech Environmental Health and Safety System

Logitech recognizes that manufacturing activities have a significant influence over a company's impact on society and the environment. Therefore Logitech has taken steps to implement improvements in manufacturing practices, including the implementation of externally certified manufacturing management systems and the restriction of chemical compounds or materials that can be a risk to the environment, health and safety.

Logitech uses formal management systems to manage its Environmental and Health and Safety (EHS) programs such as **ISO 14001** and **OHSAS 18001**, as well as the **ISO 9001 Systems** certification. Logitech's primary manufacturing sites are certified to these standards.

Under these EHS Management Systems, Logitech has established comprehensive procedures and practices designed to maintain a safe and healthy workplace as well as minimize the impact to the environment from our operational activities.

Manufacturing Site Health and Safety Activities

In 2010, Logitech successfully undertook a project of consolidation of our ISO14001 Environmental Management System and our OHSAS18001 with the assistance of SGS.

In addition, Logitech has established a safety committee, which has responsibility for monthly audit and implementation of related improvements. Each of the members of this committee has been government trained and certified.

Product Regulatory Compliance Systems

Logitech takes a systematic approach to product development by assessing product-related legislation to ensure our products are compliant with all relevant regulations for the markets in which they are sold.
Where possible, Logitech takes a proactive global approach by expanding certain regional environmental requirements to cover our entire worldwide product range. An example of this is Logitech's approach to the introduction of the EU RoHS Directive, which places rigorous legal restrictions on certain material content in all products sold in the European Union. Logitech implemented a policy to extend RoHS product restrictions to all of our products sold globally resulting in all Logitech products manufactured since early 2006 being RoHS compliant.

Business Ethics Standards

Business Ethics standards include criteria related to fair and responsible business practices. Logitech management is committed to operating within these standards and has established a management system designed to ensure:

- Compliance with applicable laws, regulations and customer requirements
- Conformance with the EICC Code of Conduct
- Identification and mitigation of operational risks related to the Code of Conduct

Logitech will continue to evolve its policies and programs to meet its responsibilities as a global citizen. We believe it is the responsibility of every individual to do what they can to provide a safe and healthy environment. Logitech expects no less from itself, its suppliers and its other business partners.

Link to Logitech Business Ethics policy

Conflict Minerals.

Logitech does not source or buy metals directly, however, we are concerned by the allegations that metals illegally mined in the Democratic Republic of the Congo may be making their way into the electronics supply chain; and that profits from this illegal mining may be fuelling human rights atrocities in the Eastern Region of the DRC

Logitech does not support unethical or socially irresponsible sourcing. Logitech suppliers are required to comply with the Electronic Industry Code of Conduct and **Logitech Business Ethics policy**.

Logitech has systems and procedures in place to help ensure that our suppliers comply with these requirements, however, the fact that the mining activity is so far removed from Logitech (typically 5 or more tiers exist between the mine level and Logitech suppliers) combined with complexities of metals supply chain, make it extremely difficult to trace the minerals' origin.

Logitech is committed to source only materials from environmentally and socially responsible suppliers and in support of this we will continue to raise supplier awareness on the issue of "conflict minerals" and survey our supply chain on an ongoing basis to better understand the source of minerals used in our component supply and attempt to trace the origin of the metals used.